

Position Description

Consultancy: Researcher/Writer

Description

The Canadian Association of Midwives (CAM) in partnership with the newly formed group currently referred to as the National Racialized Midwives Council (RMC), wish to recruit a consultant to support the development of a governance structure and Terms of Reference (TOR) for the RMC. The consultant's services are required to conduct a full scan and analysis of similar organizations in and outside of Canada and to apply learnings from best practices in the development of a draft TOR for the RMC.

Timeframe: 3 months (Sept – November 2021)

Schedule: Flexible (to be negotiated)

Location: Home-based

Background

The Canadian Association of Midwives (CAM) is the national professional association representing midwives and the profession of midwifery in Canada. The National Aboriginal Council of Midwives' (NACM) mission is to promote excellence in reproductive health care for First Nations, Inuit and Métis communities. Both organizations are governed autonomously but share office space and resources and both are staffed by a passionate team of individuals dedicated to providing support for midwives and the profession of midwifery across Canada and globally.

The RMC is a national group composed of Black and racialized midwives, allied workers, and midwifery student representatives. The group was formed in 2019 during the CAM conference where the creation of the RMC and request for strategic, financial, and professional support from CAM was formally shared with CAM members. The RMC had its inaugural meeting in July 2020 and is currently in its early stages of organizational development. The objective of the RMC is to connect Black and racialized midwives across the provinces and territories, to create a platform for peer support, knowledge sharing and capacity building to support and elevate the voices of Black and racialized midwives and to improve outcomes for Black and racialized birthing individuals, families, and communities.

CAM works closely with CAM member associations and national midwifery networks including the RMC to identify institutional development needs and develop, implement, and evaluate capacity building plans and activities that will result in stronger internal structures, organizational effectiveness and increased financial capacity of associations and midwifery networks in Canada.

Position Summary

Under the direction of the Chair of the RMC and in collaboration with the Association Strengthening Coordinator of CAM, the **Consultant** will provide extensive research and writing expertise to review, analyze and report on governance structures existing for active national and community-based nonprofit groups representing racialized health professionals in and outside of Canada. Using this research, the consultant will:

1. Propose a governance structure with grounding principles to guide the development of the RMC. The governance structure and grounding principles must apply a decolonized, anti-racist and intersectional lens that centers equity and racial justice.
2. Draft a detailed TOR that defines the structure, governance and objectives of the group using a decolonized, anti-racist and intersectional approach.
3. Make recommendations on building a bilateral relationship between RMC and CAM, including the benefits, risks and guiding principles for such relationship.

The successful candidate must demonstrate experience conducting qualitative research and have strong writing and editing skills. The candidate must have a solid understanding and experience with issues related to Governance for nonprofit organizations that are dedicated to issues of racial, reproductive and social justice, and decolonial approaches.

Duties and Responsibilities

- Conduct a full scan of existing governance structures for organizations like the RMC in North America or other relevant regions.
- Conduct a comparative analysis of these structures evaluating them for applicability to the RMC.
- Conduct stakeholder consultation as needed to compliment the analysis.
- Draft document outlining the proposed governance structure with grounding principles to present to the membership of RMC.
- Conceptualize TOR proposal and present to the membership of RMC.
- Make a recommendation on building a bilateral relationship between RMC and CAM including the benefits, risks and guiding principles for such relationship.
- Maintain a database of results and stakeholder contacts for the RMC
- Support in the development of grant applications for further capacity building activities for the RMC if opportunities arise during the contract period.
- Other related duties as identified by the RMC Chair during the contract period.

Qualifications, Knowledge and Skill Requirements

- Post-Secondary degree in a related field or equivalent combination of education and experience.
- Minimum three (3) years research and writing experience.
- Knowledge of the organizational structure of nonprofit organizations and alternative approaches to organization and shared leadership.
- Knowledge related to one or more of the following domains: public health, perinatal health, SRHR, gender equity, and racial justice.
- Understanding of systemic racism in the midwifery profession and/or healthcare broadly
- Excellent planning, research, critical analysis and writing skills.
- Superior proofreading and editing skills.
- Ability to write clear, structured, articulate proposals.
- Demonstrated initiative and capacity to work in a self-directed manner and to work collaboratively with staff and stakeholders supporting project
- Demonstrated ability to complete tasks within set timelines

Additional Assets

- Knowledge of the Canadian midwifery model and/or perinatal health in Canada.
- Communication skills in French (verbal and written) an asset.

Working Conditions

- The Consultant will be required to use their own laptop and other communications equipment. No laptop, computer or phone will be provided by CAM.
- Work will be done remotely from the Consultant's home office. During the contract, the
- The Consultant will work closely with CAM's Association Strengthening Coordinator and the Chair of the RMC who will be responsible for approving general work plans and prioritizing work to ensure efficient use of the Consultant's time.

Remuneration

The Consultant will be remunerated for their services in the amount of **\$5,000 CAD**.

How to Apply

Please submit your CV as well as a short cover letter stating your qualifications and motivation for the role. Please send the files as a single PDF document with your name and the words *PD-Consultant_RMC* in the file name to ahibbert@canadianmidwives.org .

Please apply by **August 30th, 2021, 5PM EST**.

For questions regarding the consultancy, please contact Annie Hibbert, Coordinator, Association Strengthening, at ahibbert@canadianmidwives.org .